

OUR
TENTH YEAR!

pRide



DECEMBER 1995

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

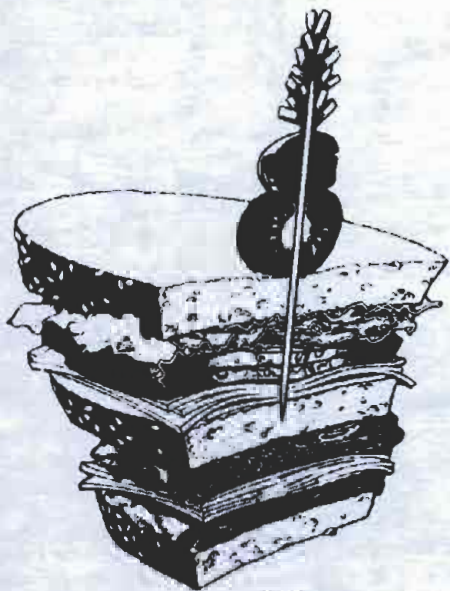
CANCER INSURANCE BENEFIT REINTRODUCED

by Brian Keeler, Chief of Employee Benefits

All state employees covered under AFLAC's cancer plan as of 1993 are now eligible to have the program reinstated on a guaranteed issue basis. Any progressive payout benefits you had accumulated up to 1993 will also be reinstated with your plan.

Don't miss out on this unique opportunity to reinstate your cancer program. An AFLAC representative will be available to review your options. If you have not been contacted as yet, please call 1-800-93-AFLAC. All reinstatements must be completed by **January 31, 1996**. If you choose not to reinstate your cancer plan, you must contact an AFLAC representative to sign a waiver.

For all employees who have never had an AFLAC cancer plan, you will be eligible beginning July 1, 1996.



Why cut your lunch hour in half?
Get Direct Deposit.

Don't cut your lunch hour short making trips to deposit or cash your paycheck.
Just sign up for Direct Deposit. Your payroll manager can tell you how it's done. Bon appetit!

There's Never Been A Better Time For
DIRECT DEPOSIT



GOVERNOR SHARES HIS VISION FOR RHODE ISLAND

December, 1995

Greetings:

I would like to take this opportunity to share with each of you this administration's vision for Rhode Island. By the year 2000, our state will be established as the most supportive, competitive business environment in the Northeast. To accomplish this, we have much ground to cover, but work has already begun.

We are investing more in economic development. We have established a new strategic direction, and designed a new service delivery system for Rhode Island businesses. Staff to carry this out have been hired, and start up is underway. New standards of accountability have been set throughout Rhode Island's economic development system. The pace has been set and our future course determined.

The Economic Policy Council was formed in Spring, 1995, and has begun the process of setting long-term economic goals and developing benchmarks from our strongest competitors. Partnership with the private sector, a priority of this administration, is now evident at a practical level.

The Corporation has hired a team of professional account executives, dedicated entirely to direct services to Rhode Island businesses. These executives are assigned to partnering organizations, such as local Chambers of Commerce or economic development corporations, to strengthen relationships with existing firms.

Rhode Island is on an economic rebound. We have started, and will build upon strategies which help large parts of our economy. We will focus on our state's strongest resources with world class competitive potential. I look forward to the future of Rhode Island and to working with every one of you to make Rhode Island the strongest climate for quality economic development in the Northeast.

On behalf of the State of Rhode Island, I would like to extend my best wishes to each state employee for a most joyous holiday season. May this time be one filled with peace and happiness and may 1996 be a prosperous year for all of us.

Sincerely,

Lincoln Almond

SEASON'S GREETINGS



95-24 10-2-95

Revokes EO 89-27; dissolves the Governor's Office of Housing, Energy and Intergovernmental Relations; and establishes a State Energy Office within the Executive Department.

For more information or copies of Executive Orders, call the **Office of the Executive Counsel, 277-2080, Ext. 258.**

O.T.D.

Office of Training and Development

FALL AND WINTER COURSES

December

- 4 Documenting for Discipline
- 5 Open Meetings and Public Records
- 6 Telephone Techniques
- 7 CPR
- 8 Addressing the Needs of Gay and Lesbian Adolescents
- 11 Newsletter Publishing with Word Perfect 5.1
- 12 Self Defense for Women
- 12 Governmental Immunity
- 15 Using Self-Assessment Instruments

January

- 4 Managing Change
- 5 Training Trainers

BEGINNING JANUARY 3, 1996

Have Fun and Get Fit! Have a great workout at your own pace and so conveniently! Participate in up to 12 classes right here in the Department of Administration Training Room A beginning January 3, 4:15 - 5:15 p.m.

Monday, Wednesday and Thursday

Bring your own mat or a towel

Wear good shoes — Fee \$30

FOR MORE INFORMATION call the Office of Training and Development (OTD) at 277-2877. For hearing impaired TDD 277-6144.

GIFTS FOR TEENS

Teenagers in the care and custody of the State of Rhode Island are in need of gifts during this Holiday Season. If you, your organization, church, temple or mosque would like to contribute, please mail an unwrapped gift, gift certificates or a check payable to the **R.I. Foster Parent Association (RIFPA)**, to **Patricia Mathews, R.I. Department of Children, Youth and Families, 610 Mt. Pleasant Ave., Providence, RI 02908.**

There are more than 3200 teens in state care who would benefit from any contribution during the Holiday Season. Your help will be very much appreciated.

DOA RECEIVES PROGRAM AWARD



Cardillo

The Department of Administration has received a Commendation for the excellence of its Health and Safety Program. The award was made by the Task Force on Health and Safety in State Agencies.

The award was accepted on behalf of the Department of Administration by Joseph V. Cardillo, Jr. Chairman of DOA's Health and Safety Committee.

The Outstanding Health and Safety Program Recognition Award reads in part, "In recognition of establishing and maintaining effective and comprehensive occupational safety and health programs for your employees and the public you serve."

The award was one of several presented by Governor Lincoln Almond on behalf of the Task Force on Health and Safety in State Agencies at recent ceremonies held at the Community College of Rhode Island (CCRI).

BITS 'N PIECES

Alex Tavares, long-time "official" state photographer, has retired after 30 years of state service during which time he ordered seven governors, hundreds of state officials and many other state workers to say "cheese".

Happy retirement Alex, and thanks for all those candids!

pRide, the state employees' newsletter, is published bi-monthly by the Division of Human Resources, Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860. 277-2200

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Deadline for contributions to the February issue is Jan. 10, 1996.

The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 277-3990. (TDD 277-6144).



pRIde in performance

Treasury employee **Glenn Cardozo** has received the Army National Guard Non-commissioned Officer of the Year Award for the State of Rhode Island.

Glenn has been with the Army National Guard for ten years, and has risen to the rank of Sergeant E-5. The Non-commissioned Officer of the Year Award required rigorous competition, culminating in a review before a Board of senior non-commissioned officers. Glenn was also required to compete in the Regionals.

The award was presented by Assistant Adjutant General **Richard Valente** of the Army National Guard in a ceremony with other members of Glenn's 103rd Field Artillery Brigade in attendance.

His co-workers at the Treasury are very proud of him and take comfort in knowing that our State is in the good hands of dedicated people like Glenn.

* * *



DEM's Division of Fish and Wildlife employee **Christine A. Dudley** has received the **Audubon Society of Rhode Island 1995 Environmental Educator of the Year Award**. The award was presented by Bill Tyler, Education Director, at the Society's 96th Annual Meeting.

Dudley, a Senior Fisheries Biologist and Aquatic Resource Coordinator, has been a state employee for 14 years. She began her career as an instructor in URI's Department of Fisheries and Marine Technology, where she coordinated a fishing training program for Guinea Bissau, Africa; worked for the Offshore Fisheries Observer Training Program; and taught onboard fish preservation and processing, and fishery biology.

At the Division of Fish and Wildlife, she has developed a Federal Aid project for Aquatic Resource Education; serves as State Coordinator for Project Wild — a national environmental education program for teachers — and conducts school and youth programs in outdoor education and recreational fishing. Christine also coordinates fishing club and angler involvement in children's fishing workshops statewide, under the "Hooked on Fishing, Not on Drugs" program. She is also editor of the Division of Fish and Wildlife newsletter, "Briefings".

* * *



Joseph G. Iannelli, a Director of the Rhode Island State Employees Credit Union, has been selected by the Credit Union Executives Society to receive its **1995 Director of the Year Award**.

Iannelli is a founder and Past President of RISECU.

The CUES award is given annually in recognition of a Director's leadership in the credit union movement and community.

The award will be presented at the Credit Union Executives Society's Directors Conference in Orlando, Florida in early December.

MHRH SAFETY & HEALTH PROGRAMS WIN TOP HONORS



MHRH Director **A. Kathryn Power** (center) is joined by MHRH employees (l-r) **Kathy Sherman**, **Ron Prouvencal**, **Linda Beck-Wetherel** and **Gene Nadeau**. They helped develop MHRH's award-winning safety and health program.

The safety and health programs at the Rhode Island Department of Mental Health, Retardation and Hospitals' Division of State-Operated Facilities and the Eleanor Slater Hospital were each awarded top honors by the Department of Labor's Safety Planning Task Force at a ceremony on October 23.

"Safety in the workplace is an important issue for all of us," said **Jean Severance**, chairperson of the Task Force. "You cannot have an excellent organization that has a lot of accidents. A good safety program is a clear-cut barometer of organizational excellence."



A DCYF Licensed Child Care Center

- *6:45 am - 6:00 pm
- *18 months- 5 years
- *Hot lunch and snacks
- *Special state employee rate

Located in the **Mathias Building** of the
Eleanor Slater General Hospital
Cranston, RI

For information call :
Jeannette Westcott, Director 464-2169 or
the **YMCA of Cranston** 943-0444.



This Calendar is Brought to You by

The Office of Personnel Administration

1996

JANUARY

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DECEMBER

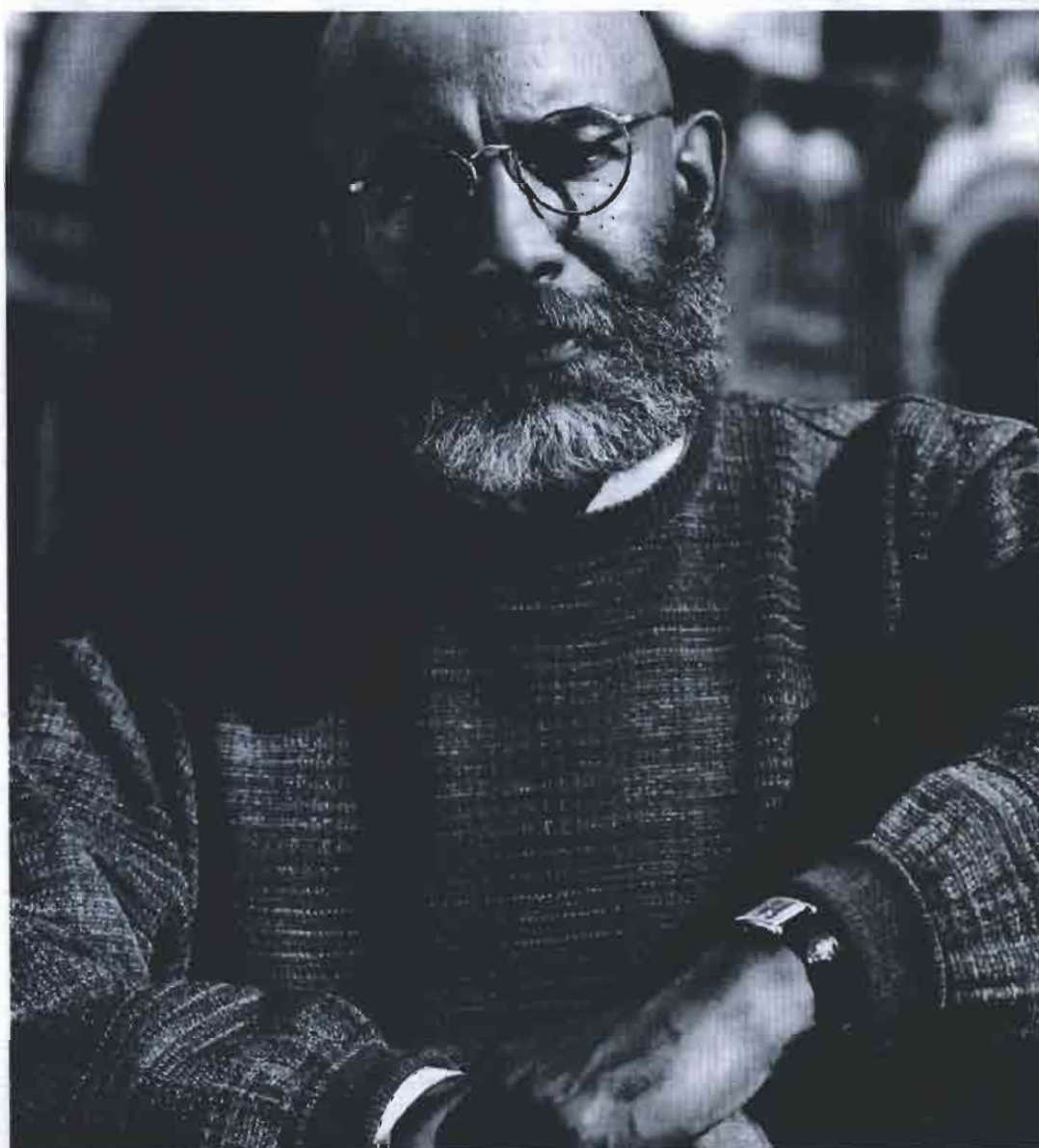
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1996 State Holiday Celebrations

- | | | |
|---------------------------------------|---|------------------------|
| New Year's Day | - | Monday, January 1 |
| Dr. Martin Luther King Jr.'s Birthday | - | Monday, January 15 |
| Memorial Day | - | Monday, May 27 |
| Independence Day | - | Thursday, July 4 |
| Victory Day | - | Monday, August 12 |
| Labor Day | - | Monday, September 2 |
| Columbus Day | - | Monday, October 14 |
| Veteran's Day | - | Monday, November 11 |
| Thanksgiving Day | - | Thursday, November 28 |
| Christmas Day | - | Wednesday, December 25 |

Circled Days Indicate Pay Day for State Employees

"I didn't choose Pilgrim
because they had 12,000
doctors. I chose them
because they had mine."



To you, the most important part of a health plan is choice. At Pilgrim Health Care, we couldn't agree more.

That's why with Pilgrim, you can choose your own personal doctor.

Someone you know. Someone you trust. And with over 12,000 doctors, chances are your doctor is on our list.

You're also choosing the health plan with one of the highest member satisfaction rates in the country.

That's not just our opinion. We were rated one of the top 10 HMOs in America in an independent survey published in MONEY[®] Magazine.*

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*Independent survey published in July 1993 issue of MONEY[®] Magazine.



DID YOU KNOW YOU CAN BREAK YOUR HAND IN 250,000 PLACES?

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And that's why we provide you with worldwide emergency coverage, twenty-four hours a day. So whether you're going to Portsmouth or Pago Pago, Manhattan or Minsk, there's one thing you should most certainly bring along for the trip.

The truth is, you never know what can



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Health Plan of New England**

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